



31/07/2024

## East Midlands Academy Trust Gender Pay Gap Report (Snapshot date 31/03/2024, reporting year 2024/2025)

### Introduction

From 6<sup>th</sup> April 2017 HMRC introduced legislation that any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap.

This Gender Pay Gap report covers all East Midlands Academy Trust employees including those from the following schools.

- Castle Academy
- Hardingstone Academy
- Northampton International Academy
- Orchard Academy
- Prince William School
- Shepherdswell Academy
- Stimpson Avenue Academy

As part of the legislation for Gender Pay Gap Reporting we, East Midlands Academy Trust must report the following figures.

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile

### East Midlands Academy Trust Gender Pay Gap Report

The data for this report was captured using our payroll data as of 31st March 2024 (snapshot date).

#### **Mean Gender Pay Gap in hourly pay:**

Mean Gender Pay Gap	24.11%	A decrease of 2.88% from last year's snapshot (31/03/2023)
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### Median Gender Pay Gap in hourly pay:

Median Gender Pay Gap	37.83%	A decrease of 5.37% from last year's snapshot (31/03/2023)
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### Mean Bonus Gender Pay Gap/Median Bonus Gender Pay Gap/Proportion of Men and Women who received a bonus in 2023/2024:

No bonuses were paid to staff in the year ending 31<sup>st</sup> March 2024.

### Proportion of Men and Women in each quartile in 2023/2024:

Quartile	Gender	Proportion %	Increase or decrease from last year's snapshot (31/03/2023)
Lower Quartile	Male	10.37%	+3.23%
Lower Quartile	Female	89.63%	-3.23%
Lower Middle quartile	Male	19.12%	+2.10%
Lower Middle Quartile	Female	80.88%	-2.10%
Upper Middle Quartile	Male	27.41%	+2.41%
Upper Middle Quartile	Female	72.59%	-2.41%
Upper Quartile	Male	33.82%	+0.49%
Upper Quartile	Female	66.18%	-0.49%

## Equal Opportunities

East Midlands Academy Trust is an equal opportunities employer and does not discriminate on the grounds of sex, sexual orientation, gender reassignment, marriage and civil partnership, race (including ethnic or national origins, colour, or nationality), religion or belief (including lack of belief), pregnancy or maternity, disability, or age.

## Narrative

As of 31<sup>st</sup> March 2024 East Midlands Academy Trust's staff were 77.31% female (a decrease of 2.05% from 2022/23) and the remaining 22.69% male (an increase of 2.05% from 2022/23). It is not unusual for a high proportion of the workforce in education to be female as the sector is recognised for its flexibility and work-life balance. East Midlands Academy Trust actively supports work life



balance through the adoption of procedures and processes in relation to the Work and Families Act 2006 such as our flexible working request process which is a crucial factor for female employees influencing the continuation of their employment within the trust.

Our mean gender pay gap decreased by 2.88% to 24.11% and our median gender pay gap on 31st March 2024 was 37.83%, a positive decrease of 5.37% from our 2022/23 figures. In an article published by Schools Week (2024) the average pay gap at the 20 largest trusts was 32.3%. An analysis completed by the Guardian (2024) identified that of the 100 public bodies with the largest pay gaps, 97 were trusts. Comparing East Midlands Academy Trust data with other trusts the pay gap figures differed from a mean gap of 6.3% -25.3% and a median of 26.6% - 45.7% for trusts that have reported their 31/03/2024 snapshot data as at the date of this report.

EMAT understands the importance of continuing professional development to promote retention and create career pathways for our employees across the trust. The National Foundation for Educational Research (NFER) (2024) has stated that recruitment and retention is still an issue in the sector. Postgraduate teacher recruitment measured by the Initial Teacher Training census was 38% below target in academic year 2023/24. We (EMAT) allocate time for both teaching and support staff to fulfil their training needs to further develop themselves personally and professionally. We utilise our Training Hub to connect fellow professionals across our EMAT network and build a pipeline of talent for the future in our schools whilst being transparent and free of any bias and/or discrimination in our Talent Management processes. Furthermore, during the last academic year, we have been working hard to develop our provision of NPQ courses with a view to self-delivering a full suite of qualifications available to external and internal stakeholders in the future, such as Leading Teacher Development and Early Headship Coaching in the academic year 2025-2026.

### Commitment from East Midlands Academy Trust

1. We are committed to continuing to reduce our gender pay gap over the next 12 months and annually thereafter.
2. We will continue to focus on retention to support and encourage internal promotion and utilise our EMAT Training Hub.
3. We continually review our appraisal process, focus on career pathways and personal development for all staff allowing the opportunity to develop in their careers.